

IN THE CLAIMS

Please amend the claims as follows:

1. (Currently Amended) A computer-implemented method of determining a hierarchy of employees within an organization, comprising:

extracting organization information from a plurality of disparate data sources, including wherein the plurality of disparate data sources includes a first data source and a second data source; [[and]]

linking employees as a function of the organization information to form a hierarchy of employees, wherein linking includes mapping information from each of the plurality of disparate data sources to categories and storing the mapping as an info set, wherein at least one category present in the first data source is not present in the second data source; and

associating data from business operations with employees in the hierarchy.

2. (Original) The method according to claim 1, wherein linking includes displaying a graphical representation of the hierarchy of employees.

3-11. (Canceled)

12. (Currently Amended) A computer-implemented method of generating a report tailored to a user within an organization having a hierarchy, the method comprising:

extracting organization information from two or more independent organization information data sources, including wherein the plurality of independent organization information data sources includes a first data source and a second data source;

determining an organization hierarchy from the extracted organization information, wherein determining organization hierarchy includes linking employees as a function of the organization information to form a hierarchy of employees and locating the user within the hierarchy of employees, wherein linking includes mapping information from each of the

independent organization information data sources to first categories and storing the mapping in an infoset, wherein at least one category present in the first data source is not present in the second data source;

extracting data from one or more third data sources, wherein extracting includes mapping information from each of the third data sources to second categories, wherein at least one of the second categories is different from categories in the first categories; and

generating a report, wherein the report includes data extracted from the one or more third data sources, wherein generating a report includes filtering the report as a function of the user's location in the organization hierarchy.

13. (Previously Presented) The method of claim 12, wherein generating includes delivering the report via instant messaging.

14. (Original) The method of claim 13, wherein delivering the report via instant messaging includes indicating active users.

15. (Original) The method of claim 12, wherein delivering the report via instant messaging includes retrieving the user's instant messaging address.

16. (Original) The method of claim 15, wherein delivering the report via instant messaging includes indicating active users.

17. (Original) The method of claim 12, wherein generating further includes delivering the report via email.

18. (Previously Presented) The method of claim 17, wherein delivering the report via email includes retrieving the user's email address.

19-20. (Canceled)

21. (Currently Amended) A report generating system for generating reports tailored for people within an organization, the system comprising:

a report viewing system;

a plurality of disparate data sources, including a first data source and a second data source, wherein each data source includes categories of organization information about people within the organization and wherein at least one category present in the first data source is not present in the second data source; and

a processor connected to a plurality of data sources and to the report viewing system, wherein the processor extracts categories of organization information from each of the plurality of disparate data sources, determines an organization hierarchy from the extracted organization information and generates a report as a function of a user's place within the organization hierarchy.

22. (Currently Amended) A computer-implemented method of delivering reports tailored to users within an organization having a hierarchy, the method comprising:

extracting organization information from two or more independent organization information data sources, ~~including wherein the plurality of independent organization information data sources includes~~ a first data source and a second data source;

determining an organization hierarchy from the extracted organization information, wherein determining organization hierarchy includes linking employees as a function of the organization information to form a hierarchy of employees and locating the users within the hierarchy of employees, wherein linking includes mapping information from each of the independent organization information data sources to first categories and storing the mapping in an infoset, wherein at least one category present in the first data source is not present in the second data source;

associating, with each employee, a method of distributing reports;

extracting data from one or more third data sources, wherein extracting includes mapping information from each of the third data sources to second categories, wherein at least one of the second categories is different from categories in the first categories;

reading threshold information from a fourth data source;

determining the users who should receive a report; and

generating a report for each user who should receive a report, wherein the report includes data extracted from the one or more third data sources, wherein generating a report includes filtering the report as a function of the threshold information and the user's location in the organization hierarchy; and

delivering the reports using the method of distributing reports associated with each user who should receive a report.

23-24. (Canceled)

25. (Previously Presented) The method of claim 22, wherein delivering the report includes adding links within each report to supporting data.

26. (Canceled)

27. (Previously Presented) The method of claim 12, wherein generating a report includes reading threshold information from a fourth data source and filtering the report as a function of the threshold information.

28. (Previously Presented) The method of claim 12, wherein generating includes aggregating data extracted from the third data sources.

29. (Previously Presented) The method of claim 12, wherein one of the first categories is a conditions on notification category associated with each user and wherein generating includes delivering a report as a function of information in the conditions on notification associated with each user.

30. (Previously Presented) The method of claim 22, wherein generating includes aggregating data extracted from the third data sources.

31. (Previously Presented) The method of claim 22, wherein one of the first categories is a conditions on notification category associated with each user and wherein generating includes delivering a report as a function of information in the conditions on notification associated with each user.